

# FRANKLY SPEAKING

A NEWSLETTER FOR AND BY MARIN COUNTY EMPLOYEES

## Four Generations, Many Strengths

By Solange McGirr—HR

With people both living and working longer than ever, today's labor force has a generational diversity that offers an unprecedented mix of approaches, experiences, and values. The four generations currently at work in county departments each contribute to our dynamic professional environment. ■ Shared formative events help shape a generation. The following general characteristics are described by human resources experts, including authors Jamie Notter and Brad Segó. ■ "Traditionalists"—born before 1946—were deeply impacted by the struggles



Photo by Janice Hughes

Representing four generations in the Department of Public Works are L to R: Paquito Balderama, Arianna Carey, Carey Lando, and James Edson.

of the Great Depression and the sacrifices of World War II. They tend to place great value on deferred gratification, personal sacrifice, and adherence to authority. At the same time they show their sometimes-forgotten resilience rooted in the labor movement struggle, and by having women fill the workplace vacancies left by men who went to war. ■ "Baby Boomers"—born between 1946 and 1964—grew up during a time of national prosperity and power. As they came of age, social unrest erupted into the civil rights, feminist, and antiwar movements. Many Boomer women rejected traditional roles in the home and entered the labor market. Boomers tend to be competitive due to their sheer numbers, value putting in long hours, and adopt the "work hard/play hard" philosophy. ■ Members of "Generation X"—born between 1964 and 1980—often differ sharply with their Boomer parents, siblings, and colleagues. Raised during an era of tumultuous cultural and tech-

nological change that included the fallout from Watergate and corporate downsizing, X'ers tend to feel loyalty toward individuals rather than institutions and are often more motivated by work-life balance than compensation or status symbols. Cautious, independent workers, X'ers generally prefer to gather information and obtain feedback but otherwise work autonomously to get the job done with maximum efficiency. ■ Most members of "Generation Y"—born after 1980—were born "wired" and don't recall life before MTV, home computers, and cell phones. Sophisticated technologically, they strongly desire rapid feedback, mentoring, and a non-hierarchical structure in the office. Like Gen X, Gen Y places a premium on work-life balance and resists practices it considers inefficient or wasteful. ■ By learning to appreciate what each brings to the table and finding ways to blend differences into a cohesive culture, we create stronger, healthier, more robust workplace environments. ■

Photos by Janice Hughes



L to R: Chris Mai, Maria Russell, Martha Nelken, and Joan Glassheim (all HHS)



L to R: Kara Amestoy, Rosemarie Colorado-Lara, VaDonna Danesi, and Nancy Zaharin (all DCSS)

## New Bookmobile Rolls

By Nancy Davis—Library

A bright new bookmobile is making regular rounds throughout the county, taking Marin County Free Library services to patrons who live far from a branch. Two "bookmobilists"—Terry Jones and Nicole Terry (both Library)—take turns at the wheel, navigating the large vehicle throughout the county, including over the winding mountain roads to the coast. ■

Continued on page 2



Photo by Janice Hughes

New bookmobile at the Civic Center's south arch

**Bookmobile circulation increased 6.7% from fiscal year 2010-11 to 2011-12.**

## FRANKLY SPEAKING

## Editorial Board

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## Reporter Award: Bryna Holland

## Schedule

Articles Due	Publication Date
November 16	January 25, 2013
March 2	May 17, 2013

## In Memoriam

Photo by Emily Tucker



**Donna McMorrow**, an accounting assistant in the HHS Division of Aging and Adult Services since 1995, passed away in June after a car accident. Donna was noted for her energy, hard work, and helpfulness to all. Donna also had a creative side and was known for her beautiful handmade cards. A big-hearted person with a soft spot for cats, Donna is survived by her mother and stepfather, two siblings, and her extended family.

FRANKLY SPEAKING Purpose and Priorities  
COMMUNICATION • DIVERSITY • RECOGNITION • EDUCATION • NEWS • FUN • INTERACTION

The Marin County newsletter is intended for internal communication. The newsletter does not include partisan or non-partisan political activity, or issues related to labor disputes and grievances.



Photo by Janice Hughes

**L to R:** 'Bookmobilitists' Terry Jones and Nicole Terry with program supervisor Damon Hill (all Library) inside the new bookmobile

## Bookmobile cont'd

From front cover

The new vehicle carries over 4,000 items—60% more than the previous bus—and has solar panels on the roof to power lighting and videos when patrons are inside. It is equipped with cellular network modems so that staff can access the Library's catalog and circulation system while out and about. ■ The old bookmobile, which was purchased in 2000, needed frequent repairs and did not comply with new air-quality regulations. ■ Since 1948, bookmobiles have taken library services to a wide range of Marin residents who cannot reach a library branch. Among those who benefit are patrons at one-room schools, assisted-living facilities, and some West Marin ranches. The bookmobile currently makes 23 stops, including the Civic Center Thursday Farmers' Market and the Larkspur Ferry

Terminal. It is stocked with books for adults and children, books on CD, DVDs, and a large Spanish collection. The bookmobilitists also provide story-times on Thursdays at the Marin Farmer's Market. ■ The bookmobile and its staff are popular, as evidenced by a deluge of congratulatory cards—many handmade by students—when Terry Jones was named Marin County Employee of the Year for 2011. Terry said, "We love the new bookmobile! It offers so many more opportunities for our patrons to browse larger collections of all types of materials. It is a bright, airy, and welcoming space." ■ The new vehicle was manufactured in Ohio and driven across the country to Marin. Funds were set aside in the Library's budget each year since 2000 for the \$309,700 purchase. It is maintained by the county garage's heavy-equipment mechanics, **Dave Clemmer** and **Brian Scott** (both DPW). ■

## Beyond the Blue Roof — FIRST IN A SERIES

By **Susannah Clark**—BOS

Did you know that the Civic Center complex, including Marin Center, covers 707,895 square feet? In addition, the county owns various properties including an airport, health centers, fire and sheriff stations from Hicks Valley to Marin City, libraries in Bolinas, Corte Madera, Fairfax, and Novato, and juvenile detention and probation services on Lucas Valley Road. ■ DPW Assistant Director **Eric Steger** says that the total square footage under county ownership housing county operations is close to 1.1 million in over 40 buildings. Marin Commons,

purchased in 2011, is not yet ready for occupancy and is not included in the total. ■ In addition, county employees work in space leased by the county, including many in our Information Services and Technology, Agriculture/Weights and Measures, Health and Human Services, and Child Support Services departments. Over 1,200 county employees work in properties other than the Civic Center compared to 684 who work at the center. ■ Upcoming profiles will include the lookout stations maintained by Marin County Fire and the Corporation Yard in Nicasio. Stay tuned! ■

## Coroner Update

By Bryna Holland—  
Public Defender's Office

The coroner is on call 24 hours a day. Once an independent department, the Sheriff's Department started overseeing the coroner's duties in January 2011 with the goal of reducing costs; in the first fiscal year the change saved the county \$500,000—\$100,000 more than projected. ■ The goal of the Coroner division is to determine cause of unattended deaths to a high degree of certainty. Every effort is made to provide a death certificate within one or two days so the body can be released to the family. Of the 1,800 deaths each year in Marin, the coroner reviews approximately 1,000. These include homicides, suicides, accidents, unexplained deaths, and natural deaths. To determine the cause, coroner investigators **Emily Schum** and **Darrell Harris** may evaluate the scene of death, take photos, review medical records, and complete interviews. If that information is insufficient, the county contracts with a forensic technician and pathologist to examine the body externally or perform an autopsy. ■ With the assistance of



Photo by Janice Hughes

L to R: Investigator Emily Schum, Investigator Darrell Harris, Lt. Keith Boyd, and Office Assistant Susan Medina (all Sheriff)

patrol deputies, coroner shifts have been modified to improve response time. New scheduling has also created time for coroner investigators to train local fire and law-enforcement first responders. Transportation and mortuary costs have also been reduced. Volunteer chaplains available to accompany the team can provide additional comfort to loved ones. ■ "Enjoy each day and cherish your family. Take care of your health and see a doctor if you're not feeling well." Sage advice from Lt. **Keith Boyd**, who oversees the Coroner's division. ■ How can we help someone who has lost a loved one? Lt. Boyd recommends being a good listener, avoiding telling the person what to do, encouraging grief counseling, making sure the person has nourishing meals, and helping with daily tasks. ■



## PETTERLE'S PERSPECTIVE

By Steve Petterle—P&OS

**Gesundheit!** (One.) I cover my nose and mouth quickly. That was my first sneeze after retrieving an important document from beneath my desk, where the dust in my office has accumulated since spring cleaning. ■ **Gesundheit!** (Two.) Years ago, I was convinced that I'd broken a record for consecutive sneezes, but I wasn't really paying attention until the sixth or seventh sneeze, so I couldn't provide an accurate number. ■ **Gesundheit!** (Three.) Now I count them all because you never know. ■ **Gesundheit!** (Four.) My highest count is 29, but that happened one miserable day when I had the flu and a fever of 101. I think being sick gives an unfair advantage, so I don't include sick days when discussing record sneeze events. ■ **Gesundheit!** (Five.) Now, I only count sneezes that are not associated with some kind of illness. Of course, seeking out dust opportunities and mild allergens is not an illness. Well, not an illness in a physical sense. It represents a somewhat legitimate means of obtaining a specific goal. And in the case of competitive sneezing, I invented the game, so I make the rules. It's not like this is league play. ■ **Gesundheit!** (Six.) Sneeze number six is an important juncture. Once I get past six, there's a realistic chance for a significant run. Maybe even a personal best! ■ **Gesundheit!** (Seven.) Wow! Seven! That's pretty good! ■ Now we're just waiting for the next sneeze. ■ Just waiting. ■ Come on, Steve! Concentrate! Focus! ■ Oh well, it appears this time that my optimism was not well-founded. ■ Maybe tonight I'll dust under the living room sofa. ■

Illustration by Phoenixa Thomas



Photo by Janice Hughes

### Employees Mark Anniversaries

Employees completing 25, 30, 35, and 40 years of service were honored by the Board of Supervisors at the 2012 Employee Length of Service ceremony held May 1. In addition to noting honorees' contributions, Master of Ceremonies Bob Beaumont (DPW) amused the audience with entertaining observations on how life in Marin has changed over the decades. Among those recognized were L-R: Jim Farley (CS), 35 years; Nancy Hemmingway (Library), 40 years; and Deborah Poiani (CDA), 35 years. **Not pictured:** Ed Berberian (DA) and Richard Wallace (DPW), both 35 years. Employees with 20, 15, and 10 years of service were congratulated in their departments.

ODDS & ENDS

By Cathy Selmi

Jessica Layton and Garrett Buckle were married on June 16 on the Skunk Train in Willits. The bride is the daughter of **Barbara Layton** (IST); the groom is the son of **George Buckle** (ret. DPW). ■

Photo by passerby



Cris Ruiz (DOF) and Don Green

**Cris Ruiz** (DOF) and her husband Don Green went back to Oahu on Valentine's Day to renew their wedding vows of one year. ■

**Deter Guglielmo** (IST) welcomed grandchildren five and six: Redheaded grandson Atticus Benjamin LaFemina was born on March 17 and granddaughter Ayla Rose Jagdeo joined the family on May 25. ■

On May 28, **Maya Gladstern** (IST) welcomed a new granddaughter, Misha Joy Greene. Her parents are Alex and Katie Greene, and her big sister is Callie. ■

Also celebrating a new granddaughter is **Berenice Davidson** (DPW). Lexi Davidson—born December 8, 2011. ■

Photo by David Vaughn



Nautilus shell

Kudos to **David Vaughn** (DPW) for the inclusion of one of his photographs in a photography book published for World Pentax Day. Some 1,718 photos were submitted by over 400

photographers from more than 40 countries. Only 56 were selected for the book. Because David's image was one of the top three, he received a free copy of the book. ■

Photo by Rom Matteson



Jim Grant with telescope

**Jim Grant** (IST) has been interested in telescopes since childhood and shared his enthusiasm with IST staff on June 5, when he brought his telescope to work so everyone could view a rare solar transit when Venus crossed the face of the sun. The next solar transit will not occur until 2117. ■

Photo by Barbara Reising



Photo of the transit taken about 45 minutes after it began. The large dot to the right is Venus. The smaller specks to the left of Venus are sunspots.

**Lynn Fabian** (Library) cheered the Summer Olympics telecast as Dana Vollmer, her niece, broke the 100-meter butterfly world record in 55.98 seconds and won gold for the U.S. "She is the first woman to swim it in under 56 seconds!" the proud aunt reported, adding that Dana "overcame injuries and heart surgery and changed her diet to achieve her amazing success." ■

**Reuel Brady** (DPW) worked with the Terra Linda community and San Rafael Parks & Recreation Commission to raise funds for a preschool music station to supplement a recently installed play structure for school-age children at a neighborhood park. "The 'Gift of Grace' was put forward to help with the healing from the death of 15-year-old Emily Grace, whose loss has been deeply felt," said Reuel. ■

Marin's foster parents selected child-welfare worker **Marvin Urroz** (HHS) as the Carol McKenna Social Worker of the Year for 2011. Congratulations on the honor! ■

**Richard Saslow** (IST) has republished a book he authored many years ago. *The New Art of Ragtime Guitar* cover photo is from the '70s—and yes, that's the author on the cover! ■



**Helen Stepler** (HR) has completed a four-book fiction series: *Reconnected*; *Hello Helen, It's Michael*; *The Red Spark*; and *Exploring Connections*. ■



Self-Portrait by Helen Stepler

Please e-mail adventures, events, and department happenings to **Cathy Selmi**, [cselmi@marincounty.org](mailto:cselmi@marincounty.org).

EMPLOYEES OF THE MONTH



Photos by Janice Hughes



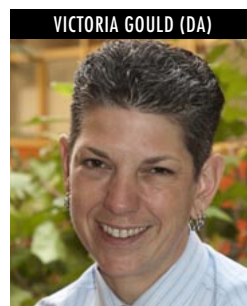
JODI OLSON (ARC)

MAY



INNA FRID (IST)

JUNE



VICTORIA GOULD (DA)

JULY



OLGA LOBATO (ARC)

AUGUST

Photos by Janice Hughes



Employees from 20 departments listen to speakers during the county's first Career Development Day.



"Career" ladder

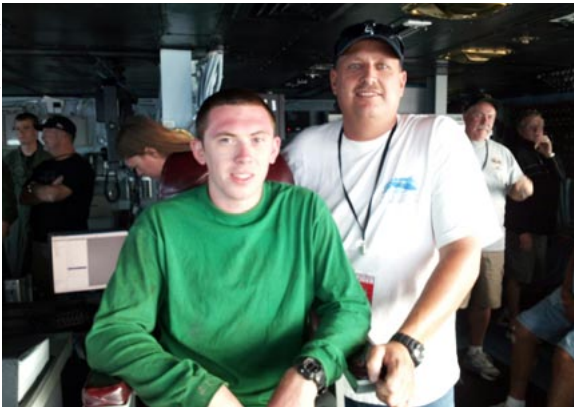
## A Step Up for Careers

By Barbara Barry—HR

"Career" ladders decorated with affirmations, twinkling lights, and colorful plants greeted 122 county employees on April 18 as they arrived at the Marin Center Exhibit Hall for the county's first-ever Career Development Day. The event encourages participants to develop or refine a career plan, provides resources to support that plan, and strengthens a culture of "growing our own" and investing in employee development. Participants enjoyed the educational sessions, the engaging keynote speaker, Yael Schy, and a fantastic panel of employees, including Belvedere Police Chief/

Sheriff's Lt. **Tricia Seyler**, **Otis Bruce** (DA), **James Villella** (HHS), **Heather Ravani** (HHS), and **Carla Halyard** (IST). ■ A team of Civic Center Volunteers registrars, led by **Marie Fitzgerald** (HR/CCV), assisted participants. ■ The Human Resources staff will be working with enthusiastic Board of Supervisors members to determine funding for the next event. ■

Photo by Danny Maples



Kyle (seated in the Air Boss' chair) and Danny Maples (Sheriff) in the flight control tower of the U.S.S. Carl Vinson

## Six Days at Sea Behind the Scenes

By Danny Maples—Sheriff's Office

The time of year has come when many parents see their children leave the nest to go off to college. For others, including some county employees, separation is tough because their children have decided to join the military. ■ My wife **Jor-Jean Maples** (Sheriff) and I took our son Kyle to a military processing center to see him off to boot camp in 2009. Kyle is now a helicopter mechanic assigned to a U.S. Navy helicopter squadron and has deployed twice in the past year and a half. ■ On Kyle's return home from his last deployment, I had the rare opportunity to accompany him

on a six-day cruise aboard the aircraft carrier on which he served. The living quarters were tiny and the food was ordinary, but I wouldn't trade the experience for a luxury cruise. Where else can you stand a few yards away from military aircraft launching off the deck of a ship? It was amazing to see the ship as a small city with just about everything you could need onboard.

■ Our days were filled with tours of the ship, air and destroyer-fire power demonstrations, as well as a "steel beach BBQ" up on the flight deck. Our nights were filled with movies in the hangar bay while completely surrounded by F-18 jets. We had a karaoke night where an 8-year-old girl brought down the house by singing the Star Spangled Banner. I spent time hanging out with Kyle and watching him work. While approaching San Diego, I stood on the flight deck while the crew manned the rails in their dress whites. Jor-Jean and our 5-year-old son Jason were waiting at the dock for our homecoming. ■ Other county employees have family members serving as well. Among

them are proud parents **Laurie Machado** (Sheriff), whose sons Johnny and Randy are in active duty in the U.S. Army, and **Kris Yoder** and **Stewart Cowan** (both Sheriff), whose son Alex joined the U.S. Marines in the fall of 2011. ■



"Spacious" bunks; hard to believe six sailors call that home!

Photo by Danny Maples

## No Place Like Home

By Kathleen Roach—HHS

Although Marin is rich in services, there is a gap between hospital and home for many who are recently discharged. There's no place like home—if you have coordinated health care. Thanks to an expansion of the county's nationally recognized Project Independence program, which supports the transition from hospital to home, even more Marin residents soon will have access to such care. ■



Photo by Kathleen Roach

L to R: Advanced Care Transition staff nurses Danielle Hiser and Rita Widergren (both HHS)

Marin has received funding created by the federal Affordable Care Act to intensify its partnership with two acute-care hospitals: Marin General and Novato Community. The Advanced Care Transitions (ACT) initiative is housed with Project Independence in the Department of Health and Human Services' Division of Aging and Adult Services. ACT staff consists of two public-health nurses and a support-

service worker. ■ ACT targets all Medicare patients being discharged from the two hospitals and screens for the risk of re-admission based on a number of factors. For those at moderate risk for re-admission, volunteers will act as "health coaches" using a care transitions intervention program that empowers patients to manage their health more effectively. For those at high risk, ACT's public health nurses will employ the Project Independence model. Project Independence has been successful in serving a vulnerable and medically compromised patient population with strong outcomes: more than 93% of the program's population are restored to full or supported independence and remain in their homes, with only 4 to 6% being re-hospitalized within 30 days of discharge. Like Project Independence, ACT will engage the services of community volunteers, student nurses, and pharmacy students. They will address key factors for those at high risk, such as isolation, dealing with chronic and complex health conditions, mental health and substance use issues, fragile support systems, issues with transportation and housing, and other unmet needs. The goal is to close the gap in health services between the hospital and home and coordinate care transitions to improve quality of life and contain health care costs. ■

## Celebrations for Marin Parks

By Phyllis Gray—ARC

It's been a busy year as the Marin County Parks celebrates its 40th anniversary as the department responsible for parks and open-space lands in unincorporated Marin. Starting in April and continuing into November, special events have been added to the Parks calendar; look for the new logo marking items including hikes, bike rides, campfires, and movies. They are all listed on the website's 40th anniversary page, which features a stunning video narrated by actor Peter Coyote ([www.marincounty.org/Depts/PK/About-Us/](http://www.marincounty.org/Depts/PK/About-Us/)

Main/40th-anniversary-video). ■ Forty years ago, citizens banded together to form what is now Marin County Parks. **Natalie Russell** (ARC) is just one person who benefits from that effort, jogging the well-maintained trails in Indian Valley or walking her dogs in the Rush Creek Open Space Preserve close to protected areas of endangered species. "It's awesome that [Parks] has been around for 40 years and has protected all this open space!" We think it's pretty awesome, too, that Parks is managing 20,000 acres and hope the protection continues well into the future! ■

## Roving Reporter

By Rick Fraites—BOS

How do you embrace your geekness?

**Cindy Thai** (Probation) "I have a fascination with crime mobs. I enjoy watching National Geographic shows that feature mobsters. My favorite is Bugsy Siegel and Goodfellas is my top pick for mob films."



Photos by Rick Fraites

**Shirley Schmitz** (DOF) "I collect historic Hawaiian objects. My best find was a huge, ancient tapa cloth made from pounded tree bark, with geometric designs drawn on the cloth to add color."



**Toni Stewart** (BOS) "I collect miniature elephants and I have them all facing east to bring good luck. This began when my first child was born and I was given a house plant with a small elephant sitting in the pot."



**Dave Clemmer** (DPW) "I work with my two boys (ages 12 & 16) on their 4-H projects. Over the years, we have raised goats, pigs, chickens, turkeys, and heifers and have designed pens to house these animals on our land near Graton. The reward is watching my two sons accept the responsibility expected of a 4-H member."



## Haiku

By Bob Beaumont—DPW

Gravity's got pull  
Making sure that when things fall  
They never fall up



Marin County Parks  
40th anniversary logo

# Work Under Way for New Sheriff's Office

By **Jeanne Miche**—DPW

It's a move in the right direction! The Sheriff's Office, including the county's protective and emergency services will soon share modern, seismically safe quarters at the campus at 1600 Los Gamos Drive in San Rafael—also known as Marin Commons. This will be the new home for Marin's 911/Communication Center, Emergency Operations Center, and other Sheriff's Civic Center staff. Renovations are anticipated to be completed in the spring of 2014. ■ The new building formerly housed Fireman's Fund offices. The Board of Supervisors approved the purchase of the building last November. ■ "The Sheriff's Office is excited by the opportunities presented by the purchase of the Marin Commons facility," said Undersheriff **Mike Ridgway**. "It offers us the ability to move mission-critical work units out of the Civic Center and into a

building that's designed to provide for a continuum of operations even after a major earthquake. The use of this existing building is also 'greener' than constructing an entirely new campus, and the extremely competitive price the County Administrator's Office was able to negotiate allows us to consolidate and move all our Civic Center operations in one single effort." ■ The three-story building will be upgraded to meet state-safety requirements for hospital, fire, and law enforcement structures. Such buildings must be "designed and constructed to minimize fire hazards and to resist the forces of earthquakes, gravity and winds." This means that in the event of minor damage to the building, staff and visitors can continue to work in the building. ■ **David Speer** and **Matthew Hymel** (both CAO) were instrumental in negotiating the purchase of the building with the strong support of the Board of



Photo by Jeff Wong

Marin Commons, future home of county emergency services

Supervisors. Project Manager **Jeanne Miche** (DPW) is working with the Department of Public Works' Capital Projects division to manage the design and construction for the renovation. The \$81 million project is funded by a combination of sources, among them municipal bonds, capital reserves designated for this project, and rent income from existing commercial tenants in the building. Construction begins in 2013. ■

*"...a building that's designed to provide for a continuum of operations even after a major earthquake."*

## Outstanding Employee Team of the Quarter April—June 2012



Photo by Janis West

Marin Employment Connection team members (all HHS) who provide a variety of employment and training services to Marin County residents are: **L to R, Front:** Racy Ming, Patricia Borrego, Andrea Bizzell, Cynthia Gunselman, Lea Del Pomo, Chris Daniels, Teresa Taylor-King, Janis Reynolds, Annabelle Travis, Josette Molloy. **L to R, Back:** Eric Petersen, Les Aaronson, Tim McClain, and Dan Daniels. **Not Pictured:** Caran Cuneo.

## Outstanding Employee Team of the Quarter July—September 2012



Photo by Janis West

Odyssey Implementation Team members who designed, tested, and implemented a new information management system for Juvenile Probation are: **L to R, Front:** Richard Saslow, Dongfen Gao, Laurie Murphy (all IST), Nuvia Urizar, Selina Johnson (both Probation), Marina Raskin, Supriya Menon (both IST). **L to R, Back:** Jim Grant, Nathan LaForce (both IST), Abby Dennett (Probation), Ron Anderson, Ashmita Pindoria (both IST). **Not Pictured:** Linda Jamieson (IST).

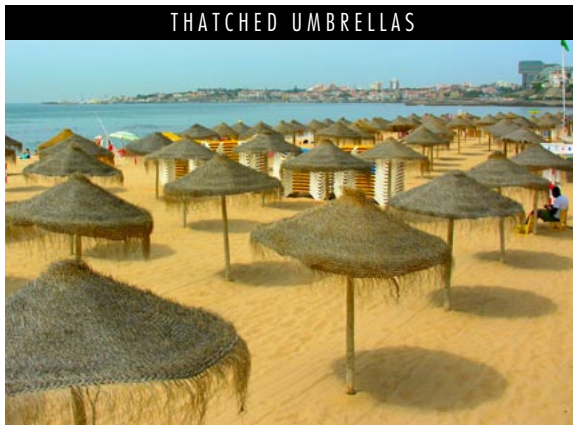
## Vacation Photo Contest

By **Janice Hughes**—District Attorney's Office

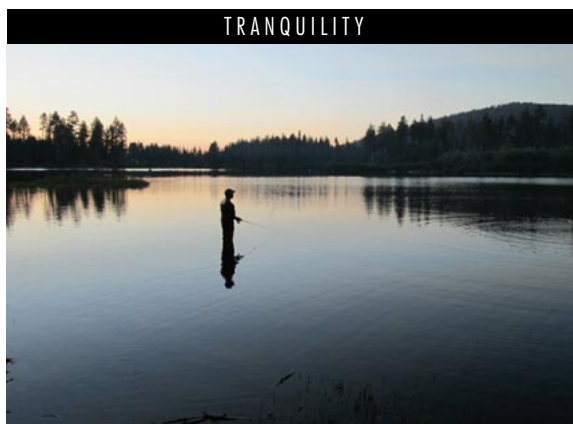
Congratulations to **Richard Bolmen** (CAO), **Ratana Mahavuthivaniij Canas** (HHS), and **Nita Lagleva Gibson** (HHS) on their winning entries in the annual *Frankly Speaking* vacation photo contest. Each won a \$25 gift certificate from Marin Filmworks in San Rafael and their photos are on display in the Civic Center Cafeteria for the month of November. Thank you to all who participated this year. There were wonderful pictures from many countries, including our own. Once again, we had so many great entries! ■



Yellowstone—© 2012 Ratana Mahavuthivaniij Canas (HHS)



Lisbon Harbor, Spain—© 2012 Richard Bolmen (CAO)



Manzanita Lake, Mt. Lassen—© 2012 Nita Lagleva-Gibson (HHS)

## WELCOME & FAREWELL!

By **Bonita Shannon**—CDA

### Welcome to New Employees!

Listed in order of hire date from March 16, 2012 to June 30, 2012

<b>Ann Rose</b>	Elig. Wkr. II, HHS
<b>Joseph Helwee</b>	Sr. Systems Supp. Analyst, IST
<b>Sabrina Norred</b>	Elig. Wkr. II, HHS
<b>Tracy Miller</b>	Dep. Sheriff, Sheriff
<b>Carla Avitabile</b>	Librarian I, Library
<b>Suzanne Ruby</b>	Group Counselor I, Probation
<b>Kenneth Anderson</b>	Dep. Sheriff Trainee, Sheriff
<b>Bjorn Anderson</b>	Fire Fighter I, Fire
<b>Samuel Abercrombie</b>	Resource Spec. GIS, Parks
<b>Cindy Caruso</b>	Elig. Wkr. I, HHS
<b>Herman Barahona</b>	Elig. Wkr. I – Biling., HHS
<b>Ellen Silber</b>	Elig. Wkr. I, HHS
<b>Rachel Lawrence</b>	Elig. Wkr. I, HHS
<b>Elida Contreras</b>	Office Asst. III, Probation
<b>Maria Turner</b>	Child Welfare Wkr. II, HHS
<b>Katlin Brooks</b>	Child Welfare Wkr. II, HHS
<b>Brook Hermann</b>	Office Asst. III, Probation
<b>Cindy Thai</b>	Office Asst. III, Probation
<b>Fidelia Contreras</b>	Office Asst. III, Probation
<b>Claudine Taillac</b>	Bookmobile Asst., Library
<b>Juanita Stender</b>	Elig. Wkr. I, HHS
<b>Terri White</b>	Elig. Wkr. I, HHS
<b>Leticia Santos</b>	Elig. Wkr. I – Biling., HHS
<b>Deborah Teeler</b>	Elig. Wkr. I – Biling., HHS
<b>Maria Perez</b>	Elig. Wkr. I – Biling., HHS
<b>Garrett Toy</b>	Admin. Svcs. Mgr., CDA
<b>Sheri McNear</b>	Office Asst. III, Probation
<b>Willow Taraja</b>	Comm. Library Spec., Library
<b>Thabiti Terry</b>	Group Counselor I, Probation
<b>Donna Aggio</b>	Office Asst. III, Probation
<b>Patricia Borrego</b>	Employment & Training Prog. Mgr. I, HHS
<b>Linda Heller</b>	Vital Statistics Clerk, HHS
<b>Valerie Smith</b>	Social Svc. Program Mgr. I, HHS
<b>Scott Hadley</b>	Employee Benefits Supervisor, HR
<b>Kevin Huck</b>	Dep. Sheriff Trainee, Sheriff
<b>Lauren Patton</b>	Dep. Sheriff Trainee, Sheriff
<b>Nicole Robacker</b>	Dep. Sheriff Trainee, Sheriff
<b>Jennifer Stephens</b>	Health & Human Svcs. Planner/Eval., HHS
<b>Sarah Martinez</b>	Dep. Sheriff Trainee, Sheriff
<b>Juan De La Torre</b>	Tech. I, ARC
<b>Michael Gibson</b>	Building Maint. Wkr. II, DPW

### Farewell to Retirees!

<b>Richard Wallace</b>	Building & Maint. Mgr., DPW
<b>Ethel Havens</b>	Asst. Communications Dispatch Mgr., Sheriff
<b>York Westgate</b>	Techlgy. Systems Coord., DA
<b>Patrick Faulkner</b>	County Counsel, Co. Counsel
<b>Stewart Cowan</b>	Dep. Sheriff, Sheriff
<b>Jeffrey Gholson</b>	Dep. Sheriff, Sheriff
<b>Margaret Moster</b>	Sr. Geog. Info. Systems Analyst, CDA
<b>Patricia Ritter</b>	SAWS Systems Administrator, HHS
<b>Kenneth Massucco</b>	Fire Chief, Fire
<b>Stacie Douglas</b>	Dep. Sheriff, Sheriff
<b>David Hill</b>	Dir. Info. Svcs./Tech., IST
<b>Astrid Jansson</b>	Sr. Child Support Officer, DCSS
<b>Robert Nichols</b>	Dep. District Attorney IV, DA
<b>Joseph Morena</b>	Sr. Fire Captain, Fire
<b>Lynn Estrada</b>	Office Asst. III, Probation
<b>Deborah Deibel</b>	Office Asst. III, HHS
<b>Pamela Carter</b>	Coroners Investigator, Sheriff
<b>Christina Sciochetti</b>	Chief Dep. Tax Collector, DOF
<b>John Forchelli</b>	Building Maint. Wkr. II, DPW
<b>Lourdes Quinonez</b>	Clinic RN II - Biling., HHS
<b>Linda Saunders</b>	Employment & Training Prog. Mgr. I, HHS
<b>Rosalyn Miller</b>	Office Asst. III - Biling., HHS
<b>Martha Petrini</b>	Child Support Officer II, DCSS